

discrimination where it did not allege that any individual with decision-making authority harbored animosity toward the plaintiff because of her religion; *Shorette v. Rite Aid of Maine, Inc.*, 155 F.3d 8, 13 (1<sup>st</sup> Cir. 1998) (motivations or remarks of those who lack hiring and firing authority over the plaintiff cannot form the basis for an employment discrimination claim absent a hostile work environment claim).

**CONCLUSION**

For these reasons, as well as the reasons set forth in the Memorandum of the Sears Defendants in Support of their Motion to Dismiss, the Sears Defendants respectfully request the Court to allow their motion to dismiss and to dismiss the plaintiff's claims with prejudice.

Defendants,  
Sears, Roebuck and Co., William Sullivan, Richard Spellman, Barbara Tagliarino, Alicia Coviello, and Kevin Sullivan  
By their Attorneys,

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